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1 December 1976

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : John F. Blake
Deputy Director for Administration

SUBJECT : Executive Pay Positions

REFERENCE : Memo to DDA fr D/Pers, dtd 29 Nov. '76;
Same Subject

1. Realizing that the disposition of our Executive Pay positions and those being compensated at the Executive Pay level are out of synchronization, I asked Mr. Janney to give me a current factual listing of the situation. It is attached for your review.

2. My analysis of our current situation is as follows:

a. We are carrying on the books [redacted] Executive Pay positions while we are authorized only [redacted]

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b. We are paying [redacted] people at the Executive Pay level. I exclude [redacted] who is drawing the pay and allowances of an [redacted]

25X9

25X1A

25X1A

c. Five individuals are encumbering positions allocated at the GS-18 level and are drawing EP-05 compensation.

d. Two individuals in the Intelligence Community Staff, a GS-18 and a GS-17, are slotted in EP-05 positions.

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3. I believe we can take some action to better align these facts. In the first instance, on the attachment, you will note that there is an entry carried "Officers-at-Large (3)" at the EP-05 level. These are the so-called "floater seats". If we reduce that figure from three to two, then the official record will show the authorized figure of [REDACTED] Executive Pay positions. Secondly, the momentarily expected retirement of Mr. [REDACTED] will bring those receiving Executive Pay compensation to a total of [REDACTED]. We will then have established, for the record, at least [REDACTED] receiving Executive Pay compensation.

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25X1A

4. We still have some problems ahead of us before we have this matter under control. PMCD will shortly recommend that the positions of Director of Economic Research and Director of Medical Services revert from their current EP-05 classification to GS-18. I really cannot contest this action. Bill Colby accepted recommendations to promote Maurice Ernst and Charlie Bohrer to [REDACTED]. I do not believe it was his intent to automatically raise those jobs to that level, but to accommodate the promotions against the "floater seats". When the jobs revert back to GS-18, we can merely credit those two EP-05's to the "floater seats" and the books will still be properly balanced.

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5. The forcing item on this matter could be recommendations from the Intelligence Community Staff to promote either Mr. [REDACTED] to the EP-05 level. I suggest we merely wait and meet that problem when it comes.

6. There is one other matter I should call to your attention, although I do not consider it an instant problem. [REDACTED] occupies an EP-04 position but was only recently promoted to EP-05. He could not be promoted to EP-04 until such time as [REDACTED] job is raised to EP-03. We are currently using that EP-04 allocation to cover John McMahon's EP-04 position in the IC Staff.

7. If you would initial this memorandum at the bottom I will forward it to the Office of Personnel and that will represent our authorization to establish, as of this date, the proper balance of [REDACTED] Executive Pay positions and [REDACTED] people being compensated at the Executive Pay level.

John F. Blake

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11 Dec 76

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DDA:JFBlake:der (1 December 1976)